



# Work in the AMBULANCE SERVICE ENGLAND ONLY

February 2015/02

## AMBULANCE MEMBERS PAY CONSULTATION COMMENCES HAVE YOUR SAY!

### STOP – READ – HAVE YOUR SAY

GMB Ambulance members were right to escalate industrial action. Many in the GMB were keen to take industrial action in December 2014. However, a decision was made that as the NHS was facing unprecedented demands on its services, escalation of industrial action would take place in January 2015. An initial 48 hour stoppage was announced by GMB in the Ambulance Service in December 2014. After much discussion including lobbying by some ambulance employers, GMB agreed the first escalation would consist of a 24 hour GMB stoppage and this was scheduled for 29<sup>th</sup> January 2015.

The action on the 29<sup>th</sup> January was suspended and talks started. It's fair to say, talks only started because of the ambulance strike escalation. These talks have resulted in a pay offer tabled by Government. Please note, the pay offer if accepted will be implemented from April 2015 only.

Details of the pay offer include:

- **1% consolidated pay increase for all staff up to pay point 42. Abolition of the bottom pay point (PP) of AfC and an increase of PP2 to £15,100 with a further consolidated pay rise of £200 or 2.1-2.3% for staff in PP3-8.**
- **Annex E sickness pay arrangements to be retained.**
- **Ambulance Employers to introduce a scheme whereby they will match the value of additional pension contributions made by front line ambulance staff to enable them to take their 2015 pension unreduced at 65. (please see page two for full details)**

Senior GMB NHS and Ambulance representatives, together with the unions' senior officials have considered the new offer very carefully. It clearly does not meet all our aspirations, but it shows that our combined actions have forced the Government back to the negotiating table and secured improvements that otherwise would not have been forthcoming. This is the best outcome achievable by negotiation and to achieve more would require a much higher level of strike action throughout the NHS. Initial soundings show insufficient support for this. Therefore, weighing all these factors together, **GMB recommends the new offer is accepted. The final decision will be made by GMB members.**

### NEXT STEPS

GMB is consulting you on the pay offer. Consultation is now open and will conclude on **FRIDAY 27<sup>th</sup> FEBRUARY 2015.**

**All NHS Strike action has been suspended, subject to consultation outcome.**

The result of the consultation will be announced as soon as the consultation concludes. GMB members are asked to encourage all non-union members to sign up to the GMB today. Attacks on NHS pay remain a threat, get signed up and join the GMB today.

### HAVE YOUR SAY

GMB Ambulance Reps, will shortly be calling you to a meeting to discuss the pay offer. GMB regions are undertaking the consultation and the consultation has started.

Have your say, if you do not hear from your GMB Ambulance Rep/Region email: [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk). Consultation will conclude on **Friday 27<sup>th</sup> February 2015.**

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



## ALL NHS WORKERS CAN GET INVOLVED

Joining the GMB is easy, quick and fast. You or your colleagues can join via one of the following methods:

1. Online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)
2. Complete the GMB application form and post to Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, London NW1 2HD.
3. Ring 020 8971 4268 and ask for the GMB NHS Sector.
4. Email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) asking for a membership form.
5. Ask the GMB to visit your workplace and work colleagues.  
Email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) and arrangements can be made to have a face to face meeting.

Ensure your membership details are correct by registering with GMB online:  
<https://www.gmb.org.uk/login>

### Why Join GMB?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

### GMB Membership Subscriptions:

**1<sup>st</sup> October 2014 rates for GMB membership will be as follows.**

Full time- Grade 1 = £2.80 per week (£12.14 per month)

Part time - Grade 2 = £1.65 per week (£7.15 per month)

## DETAILS OF AMBULANCE EMPLOYER PROPOSAL INCLUDE

- 1) In relation to Sickness / Unsocial hours allowance (USH) payment; discussions have been curtailed for the move away from Annex E USH. Employers' have also agreed to curtail discussions around a move towards section 2a unsocial hours under A4C. Employers have agreed to suspend immediately any further work to test, in the High Court, the national agreement on sick pay which relates to the NHS Employers and the Ambulance Service Employers view that the original agreements included the Ambulance Service Sector. This issue would now instead be remitted to the wider talks on further AfC reform. **GMB will continue to defend terms and conditions of all ambulance staff.**
- 2) Ambulance Employers to introduce a scheme whereby they will match the value of additional pension contributions made by front line ambulance staff to enable staff to take their 2015 pension unreduced at 65. For instance if the cost of this was 4%, the employer would pay 2%. **This issue has remained an issue since changes were brought in as a result of the reform of the NHS pension scheme.**
- 3) Ambulance employers have agreed to work with the ambulance unions to address current recruitment and retention issues, either through changes to use of job profiles and bandings or through application of recruitment and retention premia to job roles meeting agreed criteria. **The GMB welcomes these talks and will fully engage in these talks.**
- 4) Ambulance Employers will take forward with Ambulance Unions a specific work stream under the NHS Staff Council Working Longer Review identifying the specific challenges for front line ambulance staff of the increase in pension age and how they can be addressed. **Again the GMB welcomes these talks and will fully engage in these talks.**

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



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It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now.

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**IF YOU WORK YOU NEED GMB@WORK**

Join now at [www.gmb.org.uk/join](http://www.gmb.org.uk/join) or fill in the form below

then hand the form to your local GMB representative, or post it to:

Freepost RSTL-ULCH-JBET GMB, 22 Stephenson Way, LONDON NW1 2HD (you do not need a stamp).

If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR GMB USE ONLY	Section <input type="text"/>	Branch number <input type="text"/>	Membership number <input type="text"/>	Date of joining <input type="text"/>
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## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title Mrs / Miss / Ms / Mr <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>	Postcode <input type="text"/>
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other <input type="text"/>			
National Insurance number <input type="text"/>	I agree to abide by GMB rules Signed <input checked="" type="checkbox"/>		Date <input type="text"/>

### 2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	How many hours a week do you work? <input type="text"/>
Postcode <input type="text"/>	Pay number <input type="text"/>
	Work phone number <input type="text"/>
	Pay date <input type="text"/>

### 3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="checkbox"/> 1st day of the month*	<input type="checkbox"/> 15th day of the month*	<input type="checkbox"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="checkbox"/> 1st Friday	<input type="checkbox"/> 2nd Friday	<input type="checkbox"/> 3rd Friday	<input type="checkbox"/> 4th Friday

### 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT

Please fill in the form below and send to: Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, LONDON NW1 2HD		Service User Number <input type="text"/>
Name and full postal address of your Bank or Building Society branch		
To the Manager of <input type="text"/>	Bank/Building Society <input type="text"/>	
Address <input type="text"/>		
Postcode <input type="text"/>		
Name(s) of account holder(s) <input type="text"/>		
Bank/Building Society account number <input type="text"/>	Bank/Building Society Sort Code <input type="text"/>	
Banks or Building Societies may not accept Direct Debit instructions for some types of account		
Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.		
Signature(s) <input checked="" type="checkbox"/>		Date <input type="text"/>
For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.		
Reference number (GMB use only) <input type="text"/>		